

SUPPLIER CODE OF CONDUCT

Document control

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INTRODUCTION

ES GLOBAL is a lead contractor for major events and projects around the world, designing and delivering relocatable architecture and structures. Starting over 50 years ago, and with regional offices across four continents, the business provides touring stages for concerts and cultural events, sporting spectacles and critical infrastructure.



At ES Global, we are aiming beyond ethical business practices, we are also committed to focus on our sustainability initiatives and converting our efforts into new sustainable business opportunities. We continuously review our environmental and social performance and integrate the corresponding impacts into our strategic decision-making. To ensure our Suppliers and Sub-contractors are complying with our values and mission it is imperative that we ensure we are supporting products and activities that promote sustainability. We expect our Suppliers and Sub-contractors to observe the following Code of Conduct (the Code), holding them accountable for their commitment to supporting our environment and society.









We rely on a sustainable procurement process, in which we seek to partner with Suppliers and/ or Sub-contractors that source materials in a manner that is environmentally friendly, responsible, ethical, and reflective of our values as a company.

SUSTAINABILITY MISSION STATEMENT

ES Global is bringing our clients on a journey which puts re-usability at the heart of what we do. We work to the principle of designing out waste, re-purposing kit and designing in efficiency. We take pride in maintaining the durability of our products to deliver innovative and creative solutions under tight deadlines. All our re-useable materials have a story to tell, from supporting musicians on stage, playing a part at the Olympic and Paralympic games, or supporting public health facilities. At ES Global, we ensure we are creating memorable moments with a more sustainable approach.

Building on the principle of re-usability, we also focused on formulating a strategic action plan with the United Nations Sustainable Development Goals (UN SDGs) embedded in our sustainability framework. We are dedicated to making continuous improvements to our sustainability performance by optimising our resources and expertise to drive for positive sustainable impact at sites we operate while focusing on:

| Sustainability Pillars | Aspects | Approach |
|------------------------|---|--|
| Environment | Reducing Waste and Achieving Circular Economy | <div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div> Achieving circular economy through sustainable consumption and production patterns |
| | Climate Action | <div><div>13 CLIMATE ACTION</div><div></div></div> Take action to combat climate change and minimise its impacts from our operations |

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| Social | Building Safe and Innovative Infrastructure | <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  <p>Design and build resilient infrastructure, promote inclusive, safe and sustainable and foster innovation</p> <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>  <p>Provide access to safe and inclusive green and public spaces</p> |
| | Fostering Inclusive and Supportive Workplace | <p>3 GOOD HEALTH AND WELL-BEING</p>  <p>Promoting good health and well-being amongst our employees and the community</p> <p>5 GENDER EQUALITY</p>  <p>Making sure female employees have effective participation and equal opportunities for leadership at all levels of decision-making in our company and the community</p> <p>10 REDUCED INEQUALITIES</p>  <p>Creating equal opportunities and ensure social protection policies are in place to protect our employees</p> |
| | Supporting the Communities | <p>1 NO POVERTY</p>  <p>Ensure the vulnerable have access to economic resources and basic services</p> |
| | Corporate Governance and Business Ethics | <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>Creating the best workplace environment possible for employees and supporting local small and medium-sized enterprises</p> |
| Governance | Supply Chain Management | <p>17 PARTNERSHIPS FOR THE GOALS</p>  <p>Enhance policy coherence for sustainable development and strengthen the global partnership</p> |

ETHICAL STANDARD

ES Global abides by an Ethical Standard, and it is expected that Suppliers and Sub-contractors to work towards and uphold similar ethical and moral integrity.

1. Compliance with Laws and Regulations

We recognise that our Suppliers and Sub-contractors reserve the right to create and abide by their own employment rules and business regulations. They are responsible for implementing any systems that enable them to comply with this Code.

ES Global possesses the ability to conduct any scheduled audit visits after a 2 week notice and assessments if any breach of conduct is suspected. If we find that one of our Suppliers or Sub-contractors is in direct violation of this Code, ES Global will take the appropriate measures to assess the situation and determine the imperative next steps.

If deemed necessary, ES Global reserves the right to terminate relationships with Suppliers or Sub-contractors who directly and consistently find themselves in violation of our conduct.

2. Product Quality and Safety

Suppliers and Sub-contractors shall provide ES Global with products and services that are safe and fit for use, that abide by their respective regulations, and comply with necessary rules and laws.

3. Business Integrity and Ethics

We expect our Suppliers and Sub-contractors to maintain and uphold ethical business practices. We do not tolerate any form of discriminatory, dishonest, fraudulent, and deceitful behaviour. Furthermore, we strongly condemn corrupt practices, including bribery, corruption, extortion, embezzlement and altered records. Our Suppliers and Sub-contractors must not solicit or offer any illegal advantages, such as but not limited to secret incentives, gifts and payments.

Suppliers and Sub-contractors must ensure that their books are precise and accurately reflect their recent activities. We encourage Suppliers and Sub-contractors to maintain records that disclose correct information and are in-line with government regulations.

Suppliers and/ or Sub-contractor must treat all content and information provided by ES Global during dealings as confidential and sensitive, and should not share it with any third-party organisation or individual. Furthermore, if Suppliers and/ or Sub-contractors are granted access to any personal information about our clients, we expect them to abide by ethical data protection practices.

4. Labour Standards and Practices

Suppliers and Sub-contractors must guarantee that their working environments are safe for all employees. Suppliers and Sub-contractors must ensure that they abide by the appropriate employment rules and local labour laws in every country and region in which they operate. This includes regulations regarding, but not limited to, wage, minimum age, working hours, and safe working conditions.

Suppliers and Sub-contractors must not allow any form of forced labour, bonded (including debt bondage) labour, modern slavery or human trafficking. Coerced and indentured child labour is strictly prohibited. The health and safety of all employees should be an utmost priority, and they should be treated and compensated accordingly. Suppliers and Sub-contractors are also encouraged to obtain certification from recognised management systems (i.e. ISO 45001, IOSH, NEBOSH National Certificate, etc.).

Suppliers and Sub-contractors must implement appropriate diversity and inclusion measures to prevent and condemn any form of discrimination based on but not limited to gender, race, age, ethnicity, sexual orientation, marital status, nationality, disability, religion, or political affiliation. Suppliers should take the means necessary to intercept violence within the workplace, including violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal and mental abuse of employees.

5. Environment

Protecting the environment is at the core of what we do at ES Global. We expect our Suppliers and Sub-contractors to maintain the same level of respect and awareness for their environmental impact. Suppliers and Sub-contractors are also encouraged to obtain certification from recognised environmental management systems (i.e. ISO 14001).

Suppliers and Sub-contractors shall identify the environmental impacts and minimise their adverse effects on the community, environment, and natural resources within their operations, while safeguarding the health and safety of the public. We encourage Suppliers and Sub-contractors to be conscious of the amount of harmful and non-harmful waste they generate, and recommend the implementation of systems that track, measure, re-use, and recycle discarded and unused material.

Suppliers and Sub-contractors are also strongly encouraged to make a conscious effort to adopt environmentally friendly practices that help offset any negative effects of their businesses and services, such as pollution and hazardous waste. Suppliers and Sub-contractors should strive to implement humane procedures that prevent the maltreatment and harm of animals.

6. Transport Vehicles

We encourage Suppliers and Sub-contractors to refer to the Euro emission standards set maximum levels of emissions for new vehicles placed on the market. They should consider the use of low and zero-emission vehicles, such as electric or hybrid-vehicles to deliver materials for ES Global.

7. Community Engagement

At ES Global, we take great pride in the relationships we have built with our local community. We encourage our Suppliers and Sub-contractors to follow suit and strive to engage with their respective local communities, fostering connections that promote harmonious community. We recommend that our Suppliers and Sub-contractors source their materials and services locally, further supporting smaller and local enterprises.

8. Requirement

When representative of ES Global makes a request, the Suppliers or Sub-contractors shall provide the necessary information regarding the sustainability. In case the provided information requires secrecy, please inform ES Global of it beforehand so that ES Global can properly handle the information.

9. Implementation of the Code

We trust that our Suppliers and Sub-contractors will seek to implement this Code properly and efficiently to the best of their abilities. They are at liberty to report any suspected violations and should be ready and willing to provide any information that will assist in learning more about the breach of conduct.

ACKNOWLEDGEMENT PAGE

Recognising that Suppliers or Sub-contractors reserve the right to create and abide by their own employment rules and business regulations.

By signing this acknowledgement, we confirm that we have read and understood all of the clauses within the Supplier Code of Conduct.

Furthermore, we agree to comply with all of the criteria and recommendations proposed within the conduct.

We understand our commitment to operate responsibly in a manner that is environmentally friendly and safe for our employees.

By working with ES Global, we will seek to respect the company's sustainability ethos.

Company Name:

Signature:

Name (Print):

Date: